National Education Association

DATASEARCH

Salaries Scheduled for Higher Education Faculty 1986-87

Professional and Organizational Development/Research Division

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FOREWORD

This report presents results of the annual College and University Faculty Salary Policies Survey which is sent to the 1,501 public institutions of higher education in the 50 states and the District of Columbia. The results of this survey provide information on faculty salaries **scheduled to be paid**; although the scheduled salaries are not an indicator of the average levels of faculty salaries **actually paid**, the statistics do provide a review of the status of institutional salary policies.

Information on minimum and maximum scheduled salaries for each rank and/or preparation level is included in this report. The ability to compare scheduled salaries at one institution with a group of similar institutions may be useful to NEA affiliates in negotiating salary policies, to legislatures as they consider appropriations for institutions of higher education, and to the higher education community in long-range planning.

NEA Research extends appreciation to those institutions who provided the data for this report through their survey responses.

Questions should be directed to Suzanne Edgar of the Research Division of the National Education Association at (202) 822-7436.

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HIGHLIGHTS

The highlights below and the tables that follow are based on salary schedules from 541 public institutions of higher education; 405 of these are two-year institutions, and 135 are four-year institutions.

For two-year public institutions:

o Nearly three-fourths (73 percent) base their salary schedules on academic preparation.

o More than one-fourth (27 percent) base their salary schedules on faculty rank.

o Mean minimum salaries range from $18,697 for a bachelor's degree and $18,807 for an instructor to $24,628 for a doctor's degree, and $28,678 for a professor.

o Mean maximum salaries range from $28,734 for a bachelor's degree and $27,932 for an instructor to $38,370 for a doctor's degree, and $41,583 for a professor.

For four-year public institutions:

o More than 99 percent base their salary schedules on faculty rank. (The one four-year institution reporting a salary schedule based on academic preparation is omitted from the tables).

o Mean minimum salaries range from $18,953 for instructors to $33,345 for professors.

o Mean maximum salaries range from $27,139 for instructors to $50,916 for professors.

TECHNICAL NOTES

This survey was sent to the 1,501 public institutions of higher education in the 50 states and the District of Columbia which are listed in the Education Directory, Colleges and Universities. Exactly 984 institutions responded to the survey, for a 65.5 percent response rate. More detailed information about the response rate is shown in Table A.

TABLE A.
POPULATION SIZE AND RESPONSE RATE

Population size	
Two-year institutions in population	947
Four-year institutions in population	554
Total number of questionnaires mailed	1,501
Returned questionnaires	
Returns from two-year institutions	612
Returns from four-year institutions	372
Total number of questionnaires returned	984
Response rate	
Response rate from two-year institutions	64.6%
Response rate from four-year institutions	67.1%
Total response rate	65.5%

As noted in Table A above, 984 institutions returned questionnaires. Data from 540 salary schedules are analyzed in the tables included in this report. Data have been excluded from 444 institutions for the following reasons:

- Data from 21 institutions which base salary schedules on a 12-month calendar have been excluded. The overwhelming preponderance of 9-month calendars dictates the exclusion of the 12-month schedules from the tables.

- Data from the 59 institutions which report either a minimum- or maximum-based salary schedule, but not both, have been eliminated from the analysis.

- Data from 25 institutions which report salary schedules based on criteria other than rank or preparation have been eliminated.

o Data from 5 responding institutions classified as U.S. service academies or medical schools were eliminated since their salary schedules are not comparable with those of other public institutions.

o Only 1 four-year institution reported a salary schedule based on academic preparation; data from this institution was not included.

o Exactly 333 of the 984 institutions returning surveys reported that they do not have a salary schedule.

The unit of analysis is the institution or each campus of institutions having more than one campus listed in the **Education Directory**. Therefore, the statistics about scheduled salaries are not weighted by numbers of faculty involved. Summary statistics are provided for institutions grouped by their type and enrollment in order to allow users an opportunity to assess salary conditions in similar institutions.

Policies of higher education institutions concerning faculty salary limits scheduled to be paid in 1986-87 are summarized in this report. The scheduled minimum and maximum salaries for faculty having a given rank or education preparation level are reviewed, and the salary schedule highs, lows, and medians are summarized.

DEFINITIONS

Salary schedule, as defined in the survey questionnaire, is "an officially adopted policy that designates minimum and maximum salaries for each rank, and that may also designate the number and amounts of salary increments for faculty members at each rank."

Minimum scheduled salary - The beginning salary or the salary of the first entry in a salary lane for faculty having a given level of academic preparation or faculty rank.

Maximum scheduled salary - The salary listed for the final regular increment in a given faculty rank, or preparation level, or the top salary the institution reports it will pay to regular faculty in a given rank or preparation level who do not qualify for special merit, longevity, extended service, and/or distinguished status.

The following are the defined categories of classification provided by the Center of Education Statistics along with the description of the institutions within them:

a. Four-year Institutions:

o Doctorate-Granting Institutions - Institutions that grant a minimum of 30 doctoral-level degrees in three or more doctoral-level program areas or an interdisciplinary program at the doctorate level.

o Comprehensive Institution - Institutions that have a diverse post-baccalaureate program but the number of doctoral-level degrees grantees is fewer than 30, or in fewer than three doctoral level programs. Also, these institutions grant a minimum of 30 post-baccalau-

reate degrees either in three or more post-baccalaureate programs, or an interdisciplinary program at the post-baccalaureate level.

o General Baccalaureate Institutions - Institutions that have a primary emphasis upon undergraduate baccalaureate education. These institutions either grant baccalaureate degrees in three or more baccalaureate programs or offer a baccalaureate program in interdisciplinary studies. Also, more than 75 percent of the degrees awarded are at the baccalaureate level or above.

o Professional and Specialized Institutions - These baccalaureate or post-baccalaureate institutions have a programmatic emphasis in one area, usually a professional field. They grant over 60 percent of their degrees in one field or grant degrees in fewer than five baccalaureate programs. Subclassification of this grouping include the following: Divinity, medical, other health, engineering, business and management, art-music design, law, education, U.S. service schools, and other specialized or professional schools.

b. Two-Year Institutions:

o These institutions confer at least 75 percent of their degrees and awards for work below the baccalaureate level.